



Policy Title:	Training and Professional Development
Service Area:	Human Resources Management
Policy Number:	HR 07
Policy Form(s) (if applicable):	
Performance Standards Reference:	1302.92
Head Start Act 2007 Reference:	
Minimum Standards (if applicable):	
Revision Date:	06/22/2023
Policy Council Approval Date:	
Governing Body Approval Date:	

Policy:

The UTRGV-CCP Early Head Start Program will ensure all staff, consultants, teachers, and stakeholders receive appropriate training and technical assistance to include CEU's pertaining to their respective job title and job duties. This is to ensure the Delegate and Grantee members understand their goals and job responsibilities of the Early Head Start Program. Additionally, the EHS Program will continue to implement a procedure for staff training and professional development utilizing Pro Solutions. These trainings are designed to assist staff in acquiring or increasing the knowledge and skills needed to provide high-quality, comprehensive services. Such procedures must include:

- a. Staff completing the required clock hours of professional development per year. For teaching staff, such professional development must meet the requirements.
- b. Training on methods to handle suspected or known child abuse and neglect cases, that comply with applicable federal, state, and local laws;
- c. Training for child and family services staff on best practices for implementing family engagement strategies in a systemic way
- d. Training for child and family services staff, including staff that work on family services, health, and disabilities, that builds their knowledge, experience, and competencies to improve child and family outcomes.
- e. Research-based approaches to professional development for staff and grantee faculty/education staff, that are focused on effective curricula implementation, knowledge of the content in Early Head Start State Licensing and Compliance Procedures, addressing challenging behaviors, preparing children and families for transitions, and use of data to individualize learning experiences to improve outcomes for all children and families.
- f. Mental health: The program must provide regularly scheduled presentations/training to learn about mental health, wellness, and health education.